

# Department of Human Rights Facts – FY '08

<http://www.state.ia.us/government/dhr/index.html>

## General Information

**Address:** Lucas Building  
321 East 12<sup>th</sup> Street, First Floor  
Des Moines, IA 50319



## Workforce Data

(unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 56	# PT EEs: 0	# Temporary EEs: 10	Average Length of Service: 12.34
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Span of Control: N/A	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	15	<25	0	45-54	3	# of Females:	31	# of Males:	25
25-34	4	55-64	16	25-34	0	55-64	6	% of WF:	55.36%	% of WF:	44.64%
35-44	19	65+	2	35-44	3	65+	0	Average Age:	47.56	Average Age:	49.57
Employee Average Age: 48.46				Supervisor Average Age: 51.70				Average Length of Service: 11.54		Average Length of Service: 13.33	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	6	# of African-American:	3	# of Non-minorities:	49
% of Workforce:	10.71%	# of Asian:	1	% of Workforce:	87.50%
Average Age:	46.63	# of American Indian:	0	Average Age:	48.40
Average Length of Service:	6.12	# of Hispanic or Latino:	2	Average Length of Service:	13.21

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	45
% of Workforce:	12.50%	% of Workforce:	80.36%
Average Age:	47.46	Average Age:	48.09
Average Length of Service:	10.72	Average Length of Service:	12.36

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 39	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 7.34%	Hire Rate: 14.68%	Number Hires: 7	Transfer In: 1
Retirements: 2	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 1

# of Classes Used: 25	Most Populous Classes: Program Planner 3 (11), Disabilities Consultant (6), Program Planner 2 (includes 94022) (5)		
Separations - By Class:	Admin Assistant 2 (1), Admin Secretary (1), Secretary 1 (1)		
# Eligible for Retirement:	17 in next 5 years	% Eligible: 30.36%	

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$20,674.30	Sick Leave Payouts: \$2,854.45	Annual Payroll: \$3,360,192.27	Avg. Base Salary: \$60,140	Overtime Days Worked: 3.0
Overtime Cost: \$461.47	Reassignment Pay: \$0	Recruitment Bonus Pay: \$18,574.40	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$236,290.91	Vacation Days Earned: 1,064.8	Vacation Used Expense: \$211,123.28	Vacation Days Taken: 1,010.9
Workers' Comp Days Used: 0	Sick Leave Days Earned: 890.3	Reg. Sick Leave Used Expense: \$88,939.83	Reg. Sick Leave Days Used: 423.1	Converted Sick Leave To Vacation Days Used: 123.5
	Sick Leave -Earned Value: \$186,293.72		Avg. Sick Leave Days Per EE: 7.56	Converted Sick Leave To Vacation Used Expense: \$28,203.24
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 3 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$26,176.80	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,418.78	Funeral Days Used: 11.5	Extraordinary Pay: \$803.20		
Jury Leave Used Expense: \$247.82	Jury Leave Days Used: 1.4	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

<b>Females:</b> Current Year (FY '09) RUU: N/A	<b>Minorities:</b> Current Year (FY '09) RUU: N/A	<b>PWD:</b> Year (FY '09) RUU: N/A
Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: N/A
Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): N/A

Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 6, 2009